

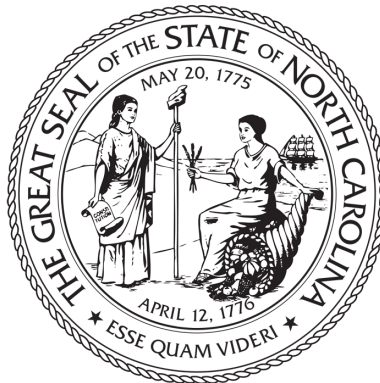


North Carolina Council for Women & Youth Involvement Annual Report

2019-2020

North Carolina Council for Women & Youth Involvement

FY 2019-2020 Annual Report



Governor Roy Cooper

Secretary of Administration Machel Sanders

Deputy Secretary of Administration Betty Marrow-Taylor

Written and prepared by Allison Whitenack, Information and Communications Specialist



**Council for Women &
Youth Involvement**

LETTER FROM EXECUTIVE DIRECTOR MARY WILLIAMS-STOVER



The 2020 year will not be easily forgotten, marking the onset of the COVID-19 pandemic which has altered many of our lives. I am proud of our team of committed Council for Women & Youth Involvement professionals who persevered every day to serve with distinction, innovation, and flexibility. NC Council for Women & Youth Involvement reached

many milestones despite the challenges faced during 2020. This fiscal year, we were able to accomplish the following through our various programs and services:

- First virtual State of North Carolina Internship Program. A total of 50 college students participated and completed the 10-week program, working on various assignments with state government agencies.
- First virtual State Youth Conference Service Days engaging Youth Council members from middle and high schools across the state to celebrate and recognize their peers for outstanding community service initiatives and leadership.
- First webinar series launching the *Status of Women in North Carolina: Political Participation Report*. The report launch series includes North Carolina women who are trailblazers, making history and supporting the improvement of political participation among women across the state.
- First Coronavirus Aid, Relief, and Economic Stimulus Act (CARES Act) grants awarded by the Administration for Children Youth and Families to the Family Violence Prevention Services Act (FPVSA) program. These grants provided funding to domestic violence programs during the pandemic.
- First change to state grants contract amendment process which introduced DocuSign, successfully allowing \$11.6 million in funding appropriated by the North Carolina General Assembly to be distributed to eligible agencies.
- First implementation of the human trafficking initiative Project LEAD to engage youth and adults living in rural communities including Person and Vance counties.

As we celebrate the inauguration of Kamala Harris, the first woman to hold the office of Vice President of the United States of America, I am mindful of the many women who have advocated for the Council for Women & Youth Involvement. Because of their efforts, the Department of Administration (DOA) is now administering \$12 million in CARES Act grants to domestic violence and sexual assault programs. We are encouraged to see the continued advocacy work of the Domestic Violence Commission and state coalitions for domestic violence and sexual assault to provide services for victims and those working on the front lines to provide services. Together we are creating a North Carolina where all women can thrive and live their best lives.

Sincerely,

Mary Williams-Stover, Executive Director

MISSION

The North Carolina Council for Women & Youth Involvement advises the Governor, the North Carolina legislature, and state agencies on the issues impacting women and youth in North Carolina by:

- **Raising awareness** of the impact of violence against women and directing available resources to serve victims across the state.
- Acting as a resource for local and regional **councils and commissions for women.**
- Assuring that necessary services, policies, and programs are provided to residents in need and **strengthening existing programs.**
- Reviewing applications, **awarding grants and monitoring domestic violence and sexual assault programs** for North Carolinians and families in transition.
- Enhancing the quality of the lives of children and youth through **leadership development and experiential education.**

DIVISION IMPERATIVES



- Explore new and improved ways to deliver **effective and efficient services** to create value for taxpayers.
- Provide **superior customer service.**
- Create a **culture of trust** through enhanced employee engagement, openness, and inclusiveness.

BOARDS AND COMMISSIONS

North Carolina Domestic Violence Commission

Chair: April Burgess-Johnson



Carolina Alzuru
Tiffany Bell
Shelby Benton
David Byrd
Cathy Cloninger
Hilary Cooper

Kriquette Davis
Kristy Dickerson
Jacqueline Dienemann
Saira Estrada
Sherry Everett
Karen Fairley
Surabhi Gawande
Regina Gurley

Casandra Hoekstra
Tonya Horton
Cheryl Howell
Jennifer Howell
Holly Jones
Hans Miller
Maureen Krueger
Vickie Pait

Larry Pierce
Starleen Scott Robbins
Nora Salinas
Terri Sharp
Catherine Stevens
Annette Taylor
Deborah Weissman
Robert M. Wilkins

North Carolina Council for Women Advisory Board

Chair: Jenny Black



Candace Gingles
Andreina Hall
Elsa Jimenez-Salgado
Emily Kirby
Del Mattioli

Catherine McDowell
Settle Monroe
Kimberly Moore
Mindy Oakley
Dana O'Donovan



Patricia Parker
Joyce Payne
Robin Robinson
Adrienne Spinner

Carrie Stewart
Annette Taylor
Lyric Thompson
Kate Woodbury

State Internship Council

Chair: Dr. Susan McCracken



Sec. Machel Sanders

Alan Briggs

Elizabeth Goodwin

Dr. Bryle Hatch

Dr. Monty Hickman

Dr. Patrick Madsen

Edwin Moore

Shrikar Nunna

Melissa Parks

Dr. Ashley Wells

Hon. Donna White

Paul Worley

Shawna Young

North Carolina Youth Advisory Council

Chair: Veronica Butcher



Naveed Aziz

Siva Bodavula

Rhyan Breen

Beth Brody

Kendyl Brown

Henry Cruz Reyes

Alexis Diana

John Easterling III

Deborah Effen

Justin Garcia

Kendall Leigh

Carter Lewis

Theresa Mathis

Greg Moore

Todd Rosendahl

Caroline Searcy

Nyanna Sherrod

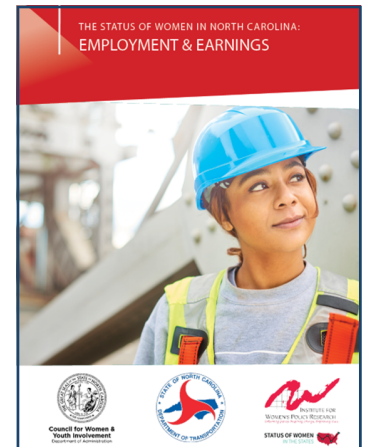
Marion Summers

Amaya Williams

THE STATUS OF WOMEN IN NORTH CAROLINA REPORT SERIES

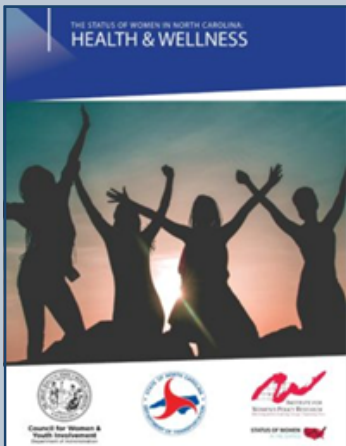
Employment and Earnings Report (2018) | Key Findings

- Women in North Carolina earn a median income of \$36,400, and **an average of \$8,600 less than men**.
- The gender earnings ratio narrows from 73.7 percent in 2002 to 80.9 percent in 2016.
- Equal pay would **cut the poverty rate** among working women in North Carolina by more than half.
- Governor Cooper issued Executive Order 95 in May 2019, which extended **paid parental leave** to state employees in cabinet agencies.



Health and Wellness Report (2019) | Key Findings

- North Carolina **received a D** grade on the Institute for Women's Policy Research's (IWPR) health and well-being index, which analyzes issues relating to chronic disease mortality rates, sexual and reproductive health, reproductive rights, and violence and safety.
- **35 percent of North Carolina women** have experienced intimate partner violence and/or sexual violence in their lifetime.
- The number of reported sexually transmitted infection (STI) diagnoses in North Carolina is among the highest in the nation, ranking **10th in the US**.
- North Carolina's teen pregnancy rate has **decreased** nearly seven percent since 2014.



Political Participation Report (2020) | Key Findings

- While North Carolina women have been voting at slightly **higher rates** in recent years, their representation in elected office has **declined**.
- While women make up 51 percent of our state's population, the majority of North Carolina political office holders at the state and federal levels **remain male**.
- At the current rate of change, it will be the year **2084** before women reach parity in the Legislature.

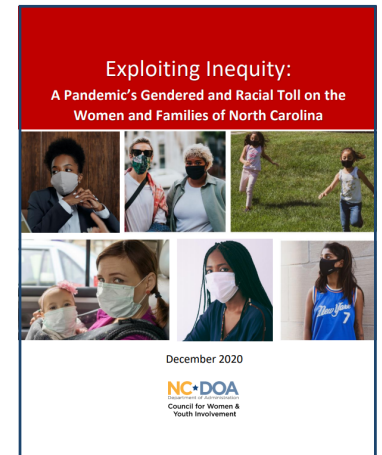


EXPLOITING INEQUITY: A PANDEMIC'S GENDERED AND RACIAL TOLL ON THE WOMEN AND FAMILIES OF NORTH CAROLINA

The North Carolina Department of Administration's Council for Women Advisory Board released a report on the impact of COVID-19 on women in North Carolina. The *Exploiting Inequity: A Pandemic's Gendered and Racial Toll on the Women and Families of North Carolina* report presents findings on **health and safety, economy and education, and civic and political life** of women in North Carolina.

Key Findings:

- Women of color, particularly Black and Indigenous women, are **disproportionately impacted by COVID-19**.
- Due to the pandemic, women in North Carolina are taking on **additional caregiving responsibilities**.
- Women are **leaving the workforce** at significantly higher rates than men.
- Women represent a **disproportionate share of the essential workforce**.



*"The pandemic has put a spotlight on many **long-standing inequities and disparities** facing both women and communities of color. It's long overdue and it's time that we address the issues that plague these communities for a brighter and better North Carolina."*

Secretary Machel Sanders
North Carolina Department of Administration

Policy Recommendations:

- **Medicaid expansion**
- Mandate **paid leave** for North Carolina families
- Sustain **CARES Act level funding** for domestic violence and sexual assault programs and provide emergency support for child welfare
- Increase public and private sector investment in **women- and minority-owned businesses** and provide technical assistance to women

REGION OFFICES: ASHEVILLE, CHARLOTTE, GREENSBORO, NEW BERN

Our region offices provide **program development, technical assistance and consultation** to grantees and un-funded non-profits in order to address **family self-sufficiency, domestic violence, and sexual violence**. Our region staff work directly with grantees across the state to ensure they are receiving the support they need.

▲ **\$11,661,493**
Distributed to grantees

▲ **204**
Programs funded

▲ **96%**
Customer satisfaction

Western Region:
Region Director Lori Gerber
Administrative Associate
Gabrielle Smith

Northern Piedmont Region:
Region Director Bernetta Thigpen
Administrative Associate
Toshia Dunlap

Southern Piedmont Region:
Region Director Diane Blumel
Administrative Associate
Rose Saltz

Eastern Region:
Region Director Philisa Fowler
Administrative Associate
Deatrice Williams

*"We cannot express our gratitude enough for the assistance our Region Director has provided to our program. We look to her for **guidance** and her **vast knowledge** knowing that she is always and readily available to assist us."*

~ Testimonial from 2019-2020 grantee

2019-2020 DOMESTIC VIOLENCE AND SEXUAL ASSAULT CLIENT SERVICES

The information provided below is collected from the annual client services statistical data for North Carolina **domestic violence and sexual assault services** from fiscal year 2019-2020.

Domestic Violence Services

\$4,872,492.45

Distributed to grantees

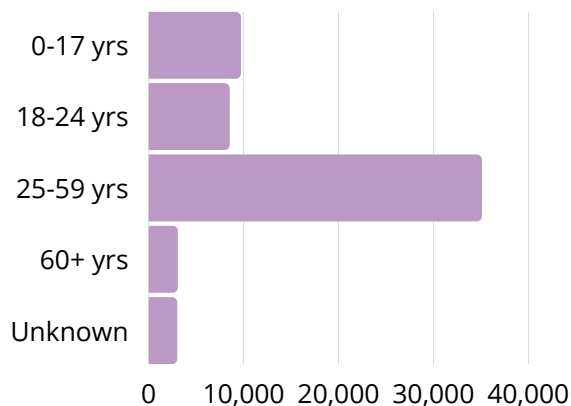
59,239

Clients served

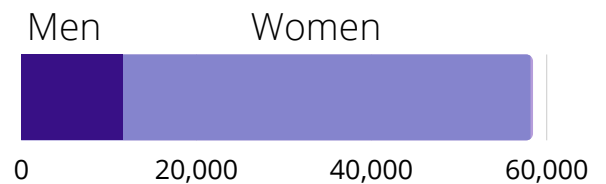
104,299

Crisis calls

Age of Clients Served



Gender of Clients Served



Services Provided

- **9,341** victims received shelter services, with **41 percent** being children.
- **6,359** support groups were provided to clients, **30 percent** of which were provided for children.
- Over **10,345** education presentations and professional trainings were provided to community organizations and community partners, such as law enforcement, nurses, etc.

Sexual Assault Services

\$2,889,103.76

Distributed to grantees

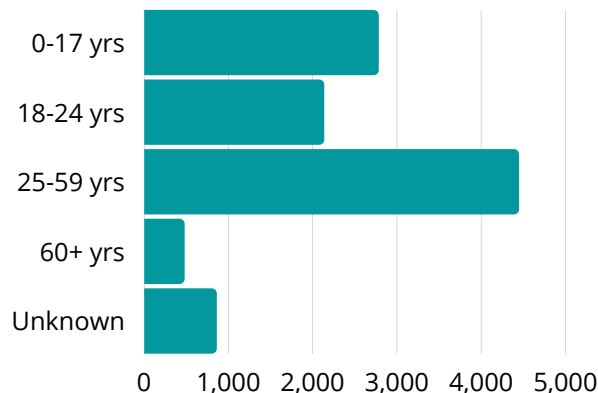
10,696

Clients served

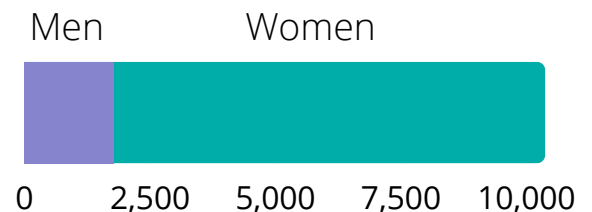
22,404

Crisis calls

Age of Clients Served



Gender of Clients Served



Services Provided

- **2,133** support groups were provided to clients, **30 percent** of which were provided for children.
- More than **11,000** education presentations and professional trainings were provided to community organizations and community partners, such as law enforcement, nurses, etc.
- **350** victims of human trafficking were served.

"I really appreciate the swiftness in returning my initial call. The **gentleness and kindness** that was given each time by all interactions with the staff and counselors was very soothing. **During the most intense crisis of my family it was meaningful to have appointments made**, so I could just do the next step."

Testimonial from Client of Grantee

FAMILY VIOLENCE PREVENTION AND SERVICES ACT PROGRAM

The Family Violence Prevention and Services Act (FVPSA) Program administers the primary federal funding stream dedicated to the support of emergency shelter and related assistance for victims of domestic violence and their children.



75
Domestic violence
programs funded

\$3.97 million
Awarded to FVPSA
programs

13
Prevention/specialized
service programs

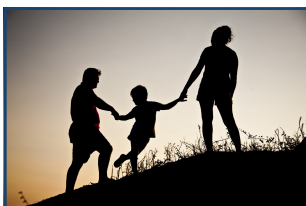
FVPSA Priorities

- Coordinating statewide improvements within local communities, social service systems, and programming regarding the **prevention and intervention of family violence, domestic violence, and teen dating violence** through the leadership of state domestic violence coalitions and FVPSA state administrators.
- Providing accessible services to **unserved, underserved, or inadequately served populations**, including culturally and linguistically specific populations in rural areas of the state.
- Prioritizing economic empowerment, culturally specific communities including American Indian populations, and services related to trauma-informed care, language translations, mental health, and transportation.



CARES Act Supplemental Grant

\$1 million in CARES Act supplemental funds was distributed to FVPSA grant recipients. Agencies will use the funds to **prevent, prepare, and respond** to the spread of COVID-19. Examples include:



- Assisting clients impacted by COVID-19 with rent, utilities, and food costs.
- Offering hotel accommodations for safe housing.
- Providing therapy through telehealth services.

DOMESTIC VIOLENCE INTERVENTION PROGRAMS

In 2002, the North Carolina Domestic Violence Commission granted the NC Council for Women & Youth Involvement the authority to oversee the Domestic Violence Intervention Programs (DVIP) utilized by the North Carolina court system. The program provides educational resources to domestic violence offenders to help in the development of skills necessary to effectively communicate and interact with loved ones through nonviolence.



26
Week program

71
Counties served

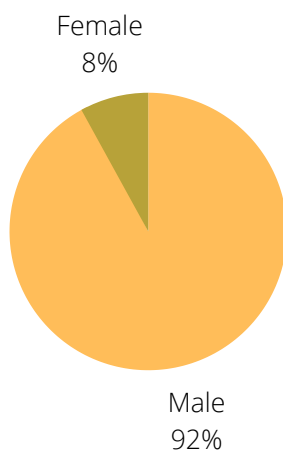
42
Approved programs

DVIP 2019-2020 Statistics

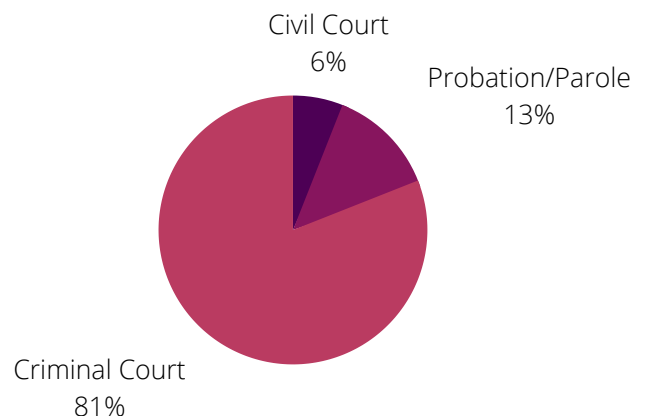
946
Clients completed DVIP classes

1,509
Court ordered intakes

Gender of Participants



Court Ordered Intakes



*"Y'all's approach is perfect...the program has truly **changed my life.**"*

Testimonial from Client of Grantee

HUMAN TRAFFICKING PROGRAM

▲ 16

Human trafficking survivors received housing support

▲ 300

People trained on human trafficking awareness and advocacy

▲ 350

Human trafficking survivors served



Seek, Engage, and Empower (SEE) NC Program

- Hosted a simulation training for **20 participants** from Alliance Health.
- Collaborated with PLM Families Together, Inc. and Beloved Haven, Inc. to provide **housing and other support services of human trafficking**.
- Working with Radio One to conduct media campaigns informing audiences about **family violence, human trafficking, and the resources available to survivors**.
- Adapted **in-person trainings to virtual resources**. Trainings focus on marginalized populations, and underserved and unserved communities.



Leading, Empowering, Advising and Developing (LEAD) Initiative

- Hosted workshops for students related to **community engagement, destructive decisions, physical fitness, healthy relationships, and career development**.
- Hosted events in Person and Vance counties to bring **opportunities and resources to marginalized youth** in rural communities.

2020 STATE OF NORTH CAROLINA INTERNSHIP PROGRAM

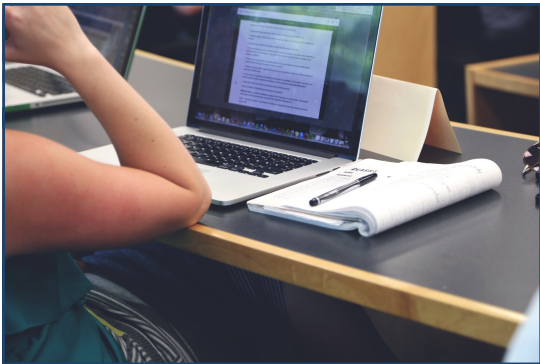
Each summer, the State of North Carolina Internship Program provides students with professional work experience that connect classroom experiences and potential career choices.



44
Interns from 18
NC counties

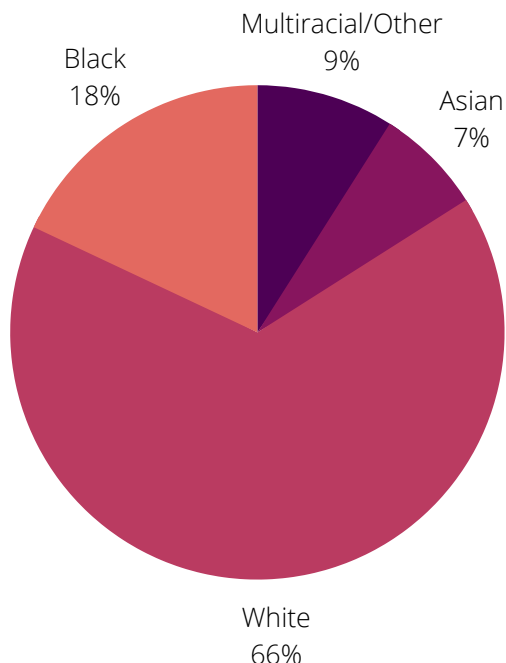
40 hours
Per week for 10 weeks,
earning \$8.25/hour

23
NC colleges and
universities represented
by program participants

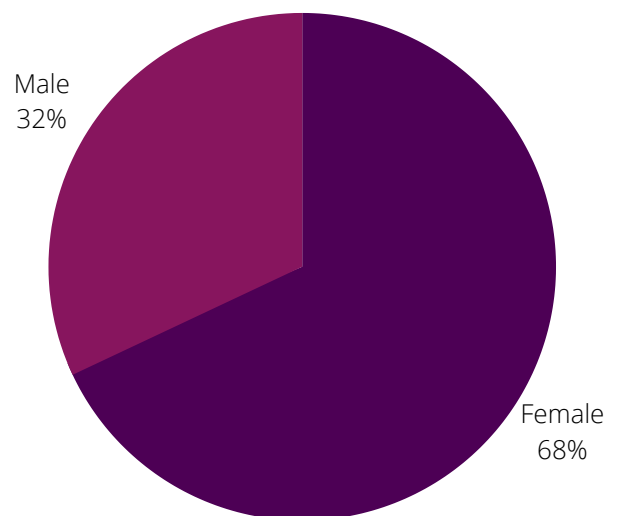


As a safety precaution, all summer 2020 internship assignments were virtual due to COVID-19. While this narrowed the number of summer projects from 100 to 44, participating students were still able to obtain valuable government work experience, serving as public servants for the State of North Carolina.

Intern Race



Intern Gender





STATE YOUTH COUNCIL

North Carolina State Youth Councils provide students with an opportunity to work with local government agencies, community organizations and advocates to address the needs of peers within their communities.

▲ 23

Youth councils in
20 NC counties

▲ > 5,000

Hours of community service
performed

▲ \$6,292

Allocated for youth
mini grants



These young leaders organize programs and projects to **enhance their communities** and **well-being** of other youth in their communities.



Members of Youth Councils learn the value of **teamwork**, **respect** for self and others, a **strong work ethic** and what it means to be a responsible North Carolina resident.



*"State Youth Council means bringing together teens to **make change** within their community."*

Nyanna Sherrod

Chair of the State Youth Council Executive Board

LADY CARDINAL MENTORSHIP PROGRAM

The Lady Cardinal Mentorship Program is a **5-week summer enrichment opportunity** for high school girls in North Carolina who are interested in exploring careers in **science, technology, engineering, and/or mathematics (STEM)** within state government.



Due to the COVID-19 pandemic, the Lady Cardinal Mentorship Program was postponed for summer 2020. The NC Council for Women & Youth Involvement is following health and safety guidelines from the Centers for Disease Control and Prevention and NC Department of Health and Human Services.



NC SADD

NC SADD's (Students Against Destructive Decisions) mission is to **empower youth** to successfully confront the risks and pressures that challenge them throughout their daily lives.



Annual SADD Conference
November 22-24, 2019
Concord, NC

"As a SADD Advisor, I have taken on the responsibility of being a part of these students' lives; teaching them how to use their talents and life lessons to promote a healthy lifestyle that will ensure greater opportunities for their future."

Sgt. Raymond Vaughan

SADD Advisor of the Year, Weldon Middle School



North Carolina Council for Women & Youth Involvement

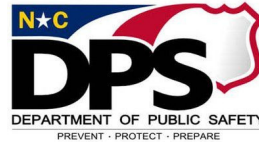
THANK YOU TO OUR DEDICATED PARTNERS



NC DEPARTMENT OF
NATURAL AND CULTURAL RESOURCES



NCCADV
North Carolina Coalition
Against Domestic Violence



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**
Office of Minority Health
and Health Disparities



ADMINISTRATION FOR
CHILDREN & FAMILIES



NORTH CAROLINA
**DEPARTMENT of
COMMERCE**



NORTH
CAROLINA
DEPARTMENT
OF REVENUE



NORTH CAROLINA Office of
State Human Resources



**FAMILIES
TOGETHER**
a PLM organization



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